



County of Monterey
Public Defender
Human Resources Division
168 West Alisal Street, 1st Floor
Salinas, CA 93901

THE COUNTY OF MONTEREY

A DRUG-FREE WORKPLACE

Invites your interest and application for

Deputy Public Defender IV

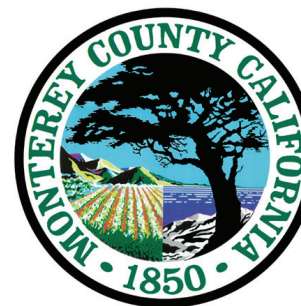
\$97,368 - \$132,996/Annual

**Flexible Benefit allowance up to \$12,903/Year
Exam #10/39P31/01ND**

Deputy Public Defender III

\$81,288 - \$110,952/Annual

**Flexible Benefit allowance up to \$13,285/Year
Exam #10/39P21/01ND**



**FINAL FILING DATE:
Open Until Filled**

Priority Screening: 01/18/10

Monterey County is an Equal Opportunity Employer

THE COUNTY of MONTEREY

The Monterey County area offers a moderate Mediterranean climate and a stunning geographically diverse and natural environment. Miles of beautiful beaches, spectacular mountain ranges, groves of redwoods, low-rolling foothills and scenic valleys are characteristics, which contribute to the high quality of life enjoyed by residents and tourists visiting the area year round. Educational opportunities abound, including two-year community colleges, California State University Monterey Bay, and private undergraduate and graduate institutions.

The Mission of Monterey County is to excel at providing quality services for the benefit of all Monterey County residents while developing, maintaining, and enhancing the resources of the region. We are a value-based, learning organization, which continues to work toward modernizing the County's systems, processes and management practices through an environment of empowerment and innovation.

MONTEREY COUNTY VALUES

- We are committed to assuring honesty and integrity in all County actions.
- We are committed to providing top quality customer service.
- We are committed to practicing continuing innovation.
- We are committed to treating our fellow employees, customers and residents with respect and courtesy at all times.



COMPENSATION AND BENEFITS

Employee Benefit Summary:

Monterey County offers a generous benefits package (D Bargaining Unit) including:

- **Health Insurance:** Available benefits - medical/dental/vision, prescription drugs, dependent coverage and private supplemental policies.
- **Life Insurance:** \$50,000 Term Life.
- **Annual Leave:** Accrues at the rate of 7.07 hours per pay period to a maximum of 23 days per year. The rate increases after 2, 6, 10, 15, 18, 20, and 25 years of service.
- **Paid Holidays:** 10 scheduled days per year plus 1 floating day.
- **Professional Leave:** Ten days per year non-accruable.
- **Professional Memberships:** Reimbursement for basic California State Bar dues when due date is on after date of employment. In addition, \$400 per fiscal year.
- **Monthly Expense Allowance:** \$25.00.
- **Retirement Plan:** 2% at 55; 100% of PERS retirement contribution currently (3/10/09) paid by the County.
- **Social Security/Medicare:** The County participates in these programs.
- **Deferred Compensation:** The County has a voluntary deferred compensation program.

More information regarding benefits may be obtained from our web site at www.co.monterey.ca.us/personnel. The information listed above is a general summary of benefits for this position. This information is not legally binding, nor does it serve as a contract.

Please Note:

- If you believe you possess a disability that would require test accommodation, please call Human Resources at (831)755-5851.
- Employment is contingent upon acceptable documentation verifying identity and authorization for employment in the United States.

APPLICATION & SELECTION PROCEDURES

TO APPLY: Submit a complete Monterey County Employment Application and response to Supplemental Questions. Resumes may be submitted, but will not be accepted in lieu of required application materials.

The selection process is tentative and the applicant will be notified if changes are made. Application materials will be competitively evaluated. Those applicants who are determined to be the most appropriately qualified will be invited to participate further in the process. To further assess applicant's possession of required qualifications, this examination may include an oral examination, pre-exam exercise, performance exam and/or written examination.

Applications may be obtained from and submitted to:

Darryel Mickens, Human Resources Technician
Public Defender Human Resources
168 West Alisal Street, 1st Floor
Salinas, CA 93901, phone (831)755-5851

Or

Monterey County Human Resources
168 West Alisal Street, 3rd Floor
Salinas, CA 93901, phone (831)755-5116

For more information or to receive application materials, visit our web site at www.co.monterey.ca.us, or contact Monterey County Human Resources at (831)755-5116.

FINAL FILING DATE: Open Until Filled

Priority Screening: 01/18/10

Thereafter filing cutoffs can be determined without notice. Applications will be considered as needed. Early filing of application materials is encouraged.



THE DEPARTMENT

The Office of the Public Defender provides legal representation to indigent persons charged with crimes in Monterey County ranging from the simplest misdemeanor to complex capital cases. The guiding principal of the office is that each client is entitled to the best outcome legally attainable. Our attorneys, investigators and support staff take great pride in providing a consistently high level of service.

DEPUTY PUBLIC DEFENDER

Under general direction, the Deputy Public Defender performs a broad range of professional legal representation services; provides the expertise necessary to prepare and defend juveniles and indigent adults through the Public Defender's Office.

Examples of Duties:

- Attends scheduled court hearings such as arraignments, pre-trial hearings and motions, sentencing and probation revocations.
- Negotiates the appropriate disposition of criminal cases without going to trial.
- Researches questions of law and evidence and applies statutory and decisional case law, along with such other legal treatises as may be required, in the preparation of cases for hearing in court.
- Prepares legal briefs, motions, memorandums of points and authorities, documents and pleadings.
- Prepares and defends criminal cases by presenting opening statements, interrogating and cross examining witnesses, introducing evidence, making relevant objections, arguing points of law, and presenting closing arguments.
- Interviews victims, police officers and witnesses; marshals, reviews and prepares evidence for presentation in court; organizes facts and legal arguments and marshals witnesses in preparation for trial and other court proceedings; determines nature of follow-up investigations needed for trial.
- May train and/or serve as lead worker over less experienced attorneys.

MINIMUM QUALIFICATIONS

Deputy Public Defender IV is the highest level in the career series. Incumbents at this level independently manage the most difficult criminal cases including homicides and potential capital cases.

Deputy Public Defender III is the third level in the career series. Incumbents at this level are expected to independently manage a difficult criminal caseload involving complex legal research and interpretation.

License: Pursuant to Section 6060 of the Business & Professions Code, current, valid membership in the California State Bar is required at the time of appointment.

Thorough Knowledge of:

The principals of criminal and civil law, criminal procedure, and trial practice; the methods of legal research and writing; statutory, constitutional and decisional criminal laws of the State of California; the rules of evidence.

Skill and Ability to: Gather and evaluate complex data and draw logical conclusions; evaluate facts and formulate an effective course of action; read, interpret and apply the principles contained in statutes, published court decisions and other relevant legal precedent; orally communicate complex information and concepts to persons of divergent socioeconomic and cultural backgrounds; present persuasive arguments as an advocate in a clear and reasoned manner; and interrogate and cross-examine witnesses in a courtroom; write clearly and concisely; organize large quantities of complex material in a logical manner for presentation in court; effectively and logically present evidence in complicated criminal proceedings; recognize and evaluate approaches to situations of a potentially sensitive nature; provide excellent and courteous customer services and establish and maintain cooperative work relationships with those contacted in the course of work; work independently under general supervision; think creatively; develop new methods, procedures or approaches to achieve desired results; skill to use a personal computer; some positions may require the ability to train and review the work of less experienced attorneys.

CONDITIONS OF EMPLOYMENT

- Independently manage a heavy caseload occasionally requiring extra hours of work.
- Possession of a valid California class C driver license and a satisfactory driving record, which must be maintained throughout employment.
- Rotate between the Salinas, Monterey and King City courthouses.

SUPPLEMENTAL QUESTIONS

Responses to these Supplemental Questions **must** be submitted with your completed application. Applications received without a Supplemental Questions response will not be considered. A resume, application, etc. will not be accepted as a substitute for a response to these questions.

Please number your responses and address each question separately. Include the title of the position for which you are applying and your social security number at the top of each page submitted. Please focus on the minimum qualifications listed on the job announcement when answering these questions.

A response to questions #1, 2 and 3 is required for all applicants.

1. Do you currently possess current, valid membership in the California State Bar? If so, please attach a copy.
2. Please provide the number of misdemeanor and felony jury and court trials you have handled. Include the types of charges, the factual/legal issues involved, and what your prosecution or defense strategy was. Include information regarding your role, level of responsibility, and authority, the type and complexity of issues addressed and methods used to gain concurrence and/or resolution.
3. Please describe the most significant court or jury trial of your career by listing the most serious charge, the factual/legal issues involved, and what your prosecution or defense strategy was. Include information regarding your role, level of responsibility, and authority, the type and complexity of issues addressed and methods used to gain concurrence and/or resolution.

A response to question #4 is required for Level IV and is optional for level III:

4. Describe your experience in handling serious felonies, homicides and/or potential capital cases. Include information regarding your role, level of responsibility, and authority, the type and complexity of issues addressed and methods used to gain concurrence and/or resolution.